



# བགྲིས་བད་དོན་བརྒྱུད་འབྲེལ་སྒྲེར་སྡེ་ཚང་འཛིན། Tashi InfoComm Private Limited

Ref. No.: TIPL/HRAD/12/2025/

Date: December 29, 2025

## TERMS OF REFERENCE

### ABOUT TASHI INFOCOMM PRIVATE LIMITED

Tashi InfoComm Private Limited is the second cellular company in Bhutan, a separate entity under Tashi Group of Companies. The company was incorporated on January 23, 2007, under the Companies Act of Bhutan 2016, after it won an international bid to operate as the second cellular operator in Bhutan. Pursuant to the grant of Certificate of Re-Registration by the Office of the Registrar of Companies, Ministry of Industry, Commerce and Employment on 27<sup>th</sup> of November 2023, Tashi InfoComm Limited was re-registered as Tashi InfoComm Private Limited under the Companies Act of Bhutan, 2016.

The cellular license issued by Bhutan InfoComm and Media Authority (BICMA) mandates TashiCell to build mobile network to provide cellular services to the entire nation. The mobile network is based on GSM WCDMA/HSPA+ technologies. The company launched its GSM services on April 6, 2008, under the brand name "TashiCell", with its registered office located at Norzin Lam, Thimphu.

### ABOUT THE DEPARTMENT AND SECTION

The Network Operations and Maintenance Department (NOMD) is responsible Operations, maintenance, upgrades, enhancements and Optimization of Mobile and IP Core systems that encompass all the products and services. It also includes routine O&M including Network performance enhancement tasks.

The section carries out measurements and analysis of the captured data to pinpoint problems such as configuration issues or network resource problems that could be affecting the service. The unit is also responsible for the fault management and performance management of network elements such as RNC, BSC, BTSs, NodeBs, eNodeBs and gNodeBs.

### ABOUT THE POSITION

We are looking for a Radio Access Network (RAN) Engineer to design, deploy, and optimize the organization's radio access network. The ideal candidate should stay updated with the latest mobile technologies, including LTE and 5G, and demonstrate the ability to work effectively both independently and as part of a team to ensure successful project delivery.

The RAN Engineer should possess strong analytical and problem-solving skills to assess network performance and develop improvement plans. Effective communication skills are essential, as the role involves presenting findings, explaining the benefits of network enhancements, and ensuring stakeholder alignment. A strong willingness to learn and continuously develop new skills is also required.



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<https://www.tashicell.com>



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## Tashi InfoComm Private Limited

### POSITION

<b>Designation</b>	Radio Access Network Engineer
<b>Section</b>	Transport and Access Section
<b>Department</b>	Network Operations and Maintenance Department
<b>Reports to</b>	Executive Manager, Transport and Access Section, NOMD
<b>Supervises</b>	None
<b>No. of Slots</b>	01
<b>Work Station</b>	Thimphu, Bhutan
<b>Nature of Employment</b>	Regular
<b>Grade</b>	P Step 12
<b>Date of Appointment</b>	Will be informed via telephonic call

### PERSON SPECIFICATION

<b>Nationality</b>	Bhutanese
<b>Age</b>	The applicant must be at least 19 years old and no older than 27 on the date of application.
<b>Essential Qualification</b>	Bachelor of Engineering in Electronics & Communication Engineering/ any related field
<b>Desired Qualification</b>	NA
<b>Essential Experience</b>	NA
<b>Desired Experience</b>	NA
<b>Essential Training</b>	NA
<b>Desired Training</b>	NA
<b>Essential skills, competencies and personal attributes</b>	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills</li> <li>• Good analytical and problem solving skills</li> <li>• Basic python programming skills or familiarity with excel to analyze KPI and generate report</li> <li>• Strong analytical and problem solving skills to diagnose and resolve network performance issues.</li> <li>• High level of technical aptitude with a proactive approach to learning new technologies.</li> <li>• Ability to work independently as well as collaboratively within cross</li> </ul>





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## Tashi InfoComm Private Limited

	<p>functional teams.</p> <ul style="list-style-type: none"><li>• Strong sense of responsibility and reliability, especially during critical network outages.</li><li>• Willingness to work under pressure and provide 24/7 support during major incidents.</li><li>• Good communication skills to coordinate effectively with internal teams and vendors.</li></ul>
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### **JOB RESPONSIBILITIES**

**The Job Responsibilities shall be as mentioned but not limited to the following:**

- Perform fault management for all assigned Radio Access Network elements to ensure service continuity.
- Monitor and analyze network capacity and performance to ensure optimal functioning of transport and access systems.
- Execute configuration management for RAN elements including BTS, NodeB, eNodeB, gNodeB, and supporting components.
- Conduct commissioning and integration of new sites and ensure alignment with network design and quality standards.
- Plan and support RAN expansions including carrier additions, sector splits, parameter tuning, and hardware upgrades.
- Carry out preventive and corrective maintenance to avoid service degradation and reduce outages.
- Execute drive tests, walk tests, and cluster optimization including log analysis and KPI benchmarking.
- Analyze call flows, signaling issues, and radio KPIs to identify and resolve performance bottlenecks.
- Evaluate, trial, and deploy new RAN features and advanced functionalities to improve coverage, capacity, and user experience.
- Perform root cause analysis (RCA) for major incidents, outages, and chronic network issues, and recommend corrective measures.
- Coordinate with Core Network, Transmission, IP, and Field Maintenance teams for end-to-end issue resolution.
- Support regulatory requirements, including QoS benchmarking, audit responses, and compliance reporting.
- Engage with vendors and contractors for equipment support, troubleshooting, and project execution.

### **Working Conditions:**

The position follows a standard workweek; however, the employee must be available 24/7 basis to respond to technical issues and ensure reliable mobile services. The role may occasionally require climbing towers for fault rectification and maintenance activities.





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**Tashi InfoComm Private Limited**

**REMUNERATION PACKAGE (MONTHLY)**

Pay Scale	Nu. 31,573-789-39,466
Basic Salary	Nu. 31,573.00
Medical Allowance	Nu. 2,631.00
Provident Fund	Nu. 3,157.00
Corporate Allowance	Nu. 26,837.00
Communication Allowance	Nu. 750.00
<b>Gross Salary</b>	<b>Nu. 64,948.00</b>
<b>Other allowances and benefits</b>	Other allowances and benefits like gratuity, leave, Leave Travel Concession, leave encashment, bonus, insurance, staff welfare and mobile data shall be applicable as per the Service Rules and Regulations of TIPL 2008

